

UPS to Subcontract to Post Office?

Employers Say: Thanks for the Contract, Now We'll Do What We Want!

Just over one year ago our union bargained a contract with UPS that included new protections against subcontracting of work. This was one of the promises of the "best ever" contract: jobs would be protected.

But UPS is now poised to launch a subcontracting scheme with an old competitor, the U.S. Postal Service.

This is becoming an alarming trend in our largest contracts. Promises are made at ratification time and then the employers move ahead with plans they clearly had in mind all along. A few examples:

◆ The Hoffa promise that pensions and medical benefits would be maintained for freight, carhaul and UPS Teamsters. Yet benefits are being cut in many areas and the employers had no intention of preserving or improving benefits in the Central States Fund.

◆ The Yellow buyout of Roadway. We were told "We've got the hammer, we've got the power" when the freight contract was being sold. Now that 36,000 jobs are on the line, where's that hammer and what's the union plan to protect our jobs and contract?

◆ In carhaul, the ink wasn't even dry on the contract when Allied Systems began asking individual Teamsters to sign away contract benefits.

"The employers have no fear when it comes to breaking promises and contracts," said Knoxville Local 519 Roadway driver Al Wilkins. "That tells us something about the state of the International Union. The companies have always tried to pick around the edges of the contract, but now they're getting bolder because the union is not pushing back, and we're not organizing to get stronger."

would hand off packages from large shippers of five pounds and under to the post office for final delivery in rural areas. You can bet these "limits" will be a foot in the door to give away more Teamster work.

Other Teamster employers will also be watching the union response. New contract language in the freight contract gives the employers flexibility around certain work. It has not been tested yet, but we can be sure that when it is, the companies will go for more if they think it is there for the taking.

Parcel Division Director Ken Hall has sent a letter of protest to UPS about this new subcontracting threat. Let's hope that this is only a first shot over the bow by our union. How far do the employers have to go before the union leaders bring out that hammer?

Foot in the Door

Subcontracting is not new at UPS but if this latest move is not stopped it will raise it to new heights. Under the deal, UPS

"I've been a Teamster for 36 years and joined TDU in 1989. Ever since then I've asked people to get involved and told them about the things TDU has done. The right to vote for international officers. Majority rule on contracts. 25-and-out pension. Innocent till proven guilty. We wouldn't have these things if TDU hadn't fought for them. And now TDU is leading the pension movement. Our best hope for reforming this union is to fight for our rights through TDU."

Tommy Burke, Local 391, UPS, Fayetteville, N.C.



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TDU MEMBERSHIP APPLICATION

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Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

___ \$40 one-year membership & subscription to *Convoy Dispatch*.

___ \$95 three-year membership fee.

___ \$25 for spouses, and Teamsters who gross less than \$22,000 a year.

___ \$25 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____

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Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.



28th TDU Convention: Two Visions of the Teamsters

"Let's look into the crystal ball and see the two visions of the Teamsters Union of Jimmy Junior and TDU.

"Hoffa, Jr. envisions a union of local Teamster barons toeing the line without opposition, accepting his deals without questions and a powerless rank-and-file going along because he knows best.

"TDU's vision is a campaign to organize the union from the bottom-up, a constant search for activists and ideas to make the union better, and a readiness to be the vehicle for change when the rank-and-file gets behind true Teamster leaders to take back the union."

Ken Crowe

From his keynote speech to the TDU Convention. Ken Crowe is the author of *Collision: How the Rank-and-File Took Back the Teamsters*.

Letters From Our Members

Members Have a Choice in Local 97

This year New Jersey Local 97 members have a choice to vote for candidates who will implement changes to strengthen union representation for all members.

The Team with Integrity Slate is a team of hard working rank and file members who want to bring back pride and power to our union. We will fight for strong contracts by involving members, aggressively enforce contracts, and back up members who file grievances.

Compare that to the failed leadership of our local who have turned a blind eye to corruption while negotiating weak contracts.

Our union president hired two of his sons to work in the union hall. Both were arrested and indicted for their alleged involvement in what authorities said was a mob-run gambling and loan-sharking ring.

Is this our dues money at work? I urge Local 97 Members to vote for the Team with Integrity Slate.

Mark Kleinerman
Presidential Candidate
Team with Integrity Slate
University of Medicine and Dentistry
Newark, N.J.

Support California Grocery Strike

The following was printed as a letter to the editor in the *Whittier Daily News*.

After reading the article about grocery workers pulling back pickets, I have been compelled to reply to a couple of quotes from Teamster vice president Jim Santangelo.

The first is; "This strike is only two weeks old—this is a baby strike." He goes on to state, "Both the International Brotherhood of Teamsters and the UFCW have a plan—all I know is that we know what we're doing."

I've been a Teamster for over 30 years and a member of the same local as Santangelo most of that time. Over these years we've been involved in a number of labor disputes here in Southern California.

One that comes to mind is a strike at Pepsi in the mid nineties. The Teamsters

and Santangelo represented Pepsi delivery drivers in the L.A. area who struck over pension issues. If a person would like to know the outcome of that strike all they need to do is ask a Pepsi delivery driver how they feel about their Teamster pension plan. The answer, no doubt, will be "What pension?"

For more history, let's go back to a strike in 1992 and 93 at Smart&Final. The main issue was health care for retirees. Going into that strike the Smart&Final delivery drivers were represented by the Teamsters and Santangelo. Now there are no longer union workers at Smart&Final.

As to Santangelo's comment on this being a baby strike and Teamsters needing to get back to work so they can sign up for bid jobs, for shame!

There are 70,000 people who have been out of work for three weeks now because of this dispute. They are fighting to maintain fair health care, decent pensions, and language that will help to preserve their jobs in the future.

Teamsters in the grocery industry may be facing these very issues two years from now when their contracts come up. If obtaining a fair settlement for the UFCW workers is not a priority for Santangelo, it should be.

By now, it is clear that there may be little support from Teamster officials, but it is also clear that the real power is from the UFCW workers who are walking the picket lines and our friends and neighbors who are not crossing the lines.

Hopefully this strike will be over soon. The final results will affect all of us, union or not, for years to come.

Bruce Blake
Local 848, retired
Los Angeles

Union Forever

I was conceived and born in a union
And live as a unionist.

Some say, why union?

The company is your friend.

They gave you a job and pay you a salary

So they own your life.

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They can pay you what they want
And do to you what they want.
You have no say in what the company says and does.

No, no, my brother says,
Whose name is union brotherhood of all men.

They cannot do that today, not while he is around.

He said he works the land from north to south,

and east to west, and he will never rest.

That's why I love my brother.

He makes me strong and makes the family

Feel that they belong.

That's why I will say union for everyone.

I love this brotherhood.

It is a family of strength and courage.

Unity for all. I am a unionist.

That's why I will fight for this as long as it exists.

And we will say to all companies

My name is union.

To all forever.

Carl Monsegue
Local 966, Bedford Stuyvesant
Restoration Center, New Jersey

Retirees Needed

I retired three years and eight months ago. I have not really thought much about my life as a Teamster and TDU. I was a member of TDU when I was working, but did not think about belonging to TDU after I retired. I should have stayed in touch and kept up my membership, but I did not think of it. I wonder how many other members are like me and how we can get back into the membership again. Do you think there are a lot of retired members out there who do not stay in touch?

I am glad my UPS driver here in my town reminded me of the TDU organization. Thanks for your help and your leadership.

Steve Holdenried Sr
Local 688, UPS retired
St. Louis

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Bill Sercombe, Jackson, Mich., Local 164

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 2003 for one year. Our Rank & File Convention had 300 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Southern Freight Panel Upheld Discharge

Jury Rules that Fired Roadway Steward Be Reinstated with Full Backpay and Benefits

A jury took just 25 minutes of deliberation to decide that Miami Roadway steward Amadeo Bianchi had been unjustly discharged. The unanimous decision means that Bianchi, a 44-year Teamster, will be reinstated to his job and be made whole entirely.

"When you know you are right and you have done nothing wrong, fight to the end."

Amadeo Bianchi

"When you know you are right and you have done nothing wrong, fight to the end," Bianchi said after the jury decision. "The Hoffa people and Roadway management hoped I would give up and go away. Instead I am going back to my job and steward position and plan to run for office in the next Local 390 election. In fact, I will start campaigning as soon as I get back."

He will receive back wages with interest and be made whole for medical costs and pension fund contributions.

The case stems from Bianchi's dis-

charge for alleged dishonesty and fraud in October 2001. Bianchi had given a member information on workers' compensation, a routine task for a steward. Management then concocted a story that the member had lied about his injury and that Bianchi had colluded with him to do so.

On Nov. 13, 2001 the grievance panel ruled that the fired member be returned to work. The very next day they ruled exactly the opposite on Bianchi's case, upholding his discharge.

These remarkably different results in the same case were a result of Local 390 Secretary-Treasurer Don Marr getting the panel to rule against Bianchi. According to trial testimony Marr bragged about it afterwards, saying that he had gotten rid of Bianchi.

Marr was a strong Hoffa backer during the 2001 election. Bianchi actively supported the Leedham slate. Not long before his discharge he filed and won an election protest over literature distribution rights.

The IBT Election Officer then investigated Bianchi's discharge and found that the company and union officials had

Bianchi fired in retaliation for his election activity. Unfortunately, Judge Conboy overruled this decision on appeal, unwilling to test the election officer's power over a Teamster employer like Roadway.

Members Back Bianchi

In the civil trial, the member fired with Bianchi, Jerome Daniels, testified on his behalf, as did another half dozen members and even the former head of the local, Geraldine Pape. Her testimony implicated Don Marr in the plot to get rid of Bianchi. Every day of the trial the courtroom was filled with Teamster members. All of them sat behind Bianchi. None would sit near the Roadway terminal manager.

This case shows that determined members can win a measure of justice and expose the problems with the

grievance panels.

It also seriously calls into question Hoffa's claim that the union has been cleaned up and no longer needs any independent body to investigate and remedy cases such as these. So far the IBT has not taken any steps to deal with Don Marr and the other officials involved in this flagrant violation of the IBT Constitution and the law. Worse yet, they paid attorneys to investigate the case during the election officer's investigation and could have and should have learned what has now come out in court.

To safeguard member rights in the union we need a truly independent ethics panel with the power to investigate and remedy wrongdoing.

That, combined with a strong rank and file watchdog like TDU, can keep our union focused on fighting for members, not against them.

Concessions Stopped at Allied in Tennessee

Carhaulers at Allied in Spring Hill, Tenn., Local 327 have suffered a double attack.

Their jobs have been threatened, as Allied fights to keep the work hauling Saturns.

Recently they lost over 30 percent of the work to nonunion Swift.

They have also been hit with demands to give up benefits, with the ink on the contract barely dry. Incredibly, certain union stewards (!) were used to call Teamsters one-by-one into a room and ask them to sign away all their sick days. In some cases they suggested Teamsters who resisted should sign a resignation instead.

International No Help

Calls to Carhaul Director Doc Conder and General Secretary-Treasurer Tom Keegel were fruitless: these powerful Teamster officials claimed there was nothing they could do.

Lots of Teamsters figured that if the company got the sick days, next they would move to bigger giveaways: one or two loading pays a week.

Members Fight Back

Some Teamsters decided to fight back and stop this union-busting move. A group grievance was filed, and so were charges with the National Labor Relations

Board (NLRB) against any attempt to have members give up benefits on an individual basis.

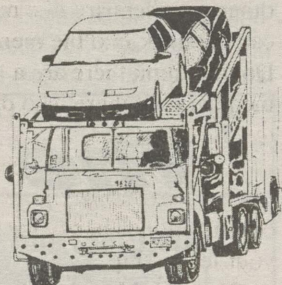
In the course of the NLRB investigation, company representatives denied that they had anything to do with individual deals to give up sick days.

However, the company attorney apologized for any misunderstanding on this issue, and stated that Allied management will make no moves to have members sign individual give aways, and will pay all Teamster employees all sick days.

Local Union 327's representative told the NLRB that the union was aware of the individual deals, but would now take steps to enforce the contract and not allow sick days to be given away.

After a number of members stood together for solidarity and the union contract, it seems that both Allied management and Local 327's leadership had a change of heart.

Just think what a whole united Teamsters Union could do to protect jobs in the carhaul industry.



Freightlines

Teamster Freight Organizing

The International Union has targeted USF Bestway, USF's western regional carrier, as a major organizing priority. A few Bestway terminals have had Teamster contracts for many years, but most of the operation is nonunion.

Yellow Subcontracts Out Work

We are getting more reports of Teamster freight carriers subcontracting out work to nonunion cartage, often with no opposition from the union. Just recently Yellow subcontracted out all Albertson warehouse freight and all residential deliveries out of Tampa, Fla., to a nonunion cartage company. The union leadership says this contract violation is a good idea to protect jobs. Is this happening in your area?

Yellow-Roadway to Finalize Merger

In December Roadway's stockholders will finalize the merger into Yellow. A number of Roadway Teamsters who hold stock have cast proxies with a "No" vote, but passage is assured. There is still time for the International Union to get out the hammer that James Hoffa held up after the NMFA was negotiated, and meet with management to bargain a job security agreement: no closures, no spinoffs, no combinations without prior union approval. There are 36,000 Teamster jobs on the line.

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California Retail Clerks Fight Corporate Greed

70,000 Clerks Strike to Protect Health Care

Frank Halstead
Local 572 Steward, Ralphs Grocery Co.
Los Angeles

This article was written in early November, as the biggest strike in the U.S. this year entered its fourth week, at a time when Teamster solidarity can help score a major victory for working people in the fight against corporate greed and for decent health care.

On Oct. 11, 70,000 members of the United Food and Commercial Workers (UFCW) from San Diego in the south to Kern County in the north struck Vons (Safeway) over company demands to drastically reduce health care benefits, implement two-tier wages, and outsource union jobs. In response to the strike the two other grocery giants involved in the negotiations Albertson's and Ralphs (Kroger) immediately retaliated by locking their employees out. The companies touted this as an act of "corporate solidarity."

This strike is rightly being seen as a defining battle in the fight for affordable health care for working people. If these giant corporations, which have enjoyed a 91 percent increase in profits, are successful in gutting the health benefits of their employees, then all workers, nonunion and union, will suffer.

Teamsters in the grocery industry are especially concerned. If these companies succeed in beating 70,000 UFCW members today you can be sure they'll come after the Teamsters tomorrow. Many other

unions, religious organizations and student groups have visited picket lines and pledged support. The L.A. County Federation of Labor has organized numerous rallies and demonstrations in support of the strikers with guest speakers such as the Reverend Jesse Jackson and AFL-CIO President John Sweeney. The UFCW has even talked of spreading the strike nationwide.

The strike has enjoyed strong public support. Even the corporate media has had reports friendly to the strikers, with some stories profiling strikers and their families' need for affordable health care.

In response the grocery corporations launched a massive public relations campaign misleading the public by running daily full-page ads in all the newspapers understating the drastic cuts in health care they are demanding and attacking the strikers as unreasonable.

At the same time they are advertising sale items at unbelievably low prices to lure some shoppers across picket lines. As time passes, these moves are having some effect.

Teamster Solidarity Key to Victory

Teamsters have a huge stake in this strike. It's time for all Teamsters — including the leadership — to go all out to help win this strike and not allow it to drag out until the strikers are beaten down and the supportive public loses interest.



Teamster drivers are refusing to cross picket lines at the stores. This is causing delivery problems, but management drives the trucks across. If Teamsters shut down the 10 major Southern California distribution centers, employing 8,000 Teamsters, the stores will have little to sell. Most people in labor recognize that this could be the key to victory.

Teamster drivers, warehousemen and clerks working at two of the big warehouses where UFCW members also work honored pickets and shut down those two facilities in October, but on Oct. 24 the Teamster leadership sent those Teamsters back to work.

This was explained as a good faith gesture in hopes of getting the employers back to the bargaining table. It also allowed Teamsters to maintain health benefits for the month of November. Days later the UFCW pulled pickets from the Ralphs stores, citing growing customer frustration and the need to give consumers the opportunity to shop at one of the major chains.

The time to act is now, before it's too late to score a major victory. At the

beginning of the strike picketing was taking place at three chains and two distribution facilities, but four weeks later picketing is taking place at two chains and zero distribution facilities. The "corporate solidarity" of the big chains needs to be met with our own union solidarity.

Jim Santangelo, Teamster Joint Council 42 President, has been threatening for weeks to shut down all ten distribution centers. It's time to deliver.

It is also time for the Hoffa administration to commit to paying strike benefits to all Teamsters who honor UFCW picket lines. The Bakers, Machinists, SEIU and other unions have committed to paying strike benefits to their members who honor UFCW picket lines, why not the Teamsters? We had the largest dues increase ever less than two years ago and yet our officials have told us they don't even know if we could get strike benefits.

Teamsters and clerks united, winning a victory against corporate concessions for all working people. That can be the story that comes out of this battle, but only if our leaders take bold action to make it happen.

Unions Rally for Immigrant Workers Rights



Nearly 100,000 union members and immigrant workers rallied in New York City on Oct. 5 to demand immigration reform to make protect workers rights.

The rally marked the culmination of the Immigrant Workers Freedom Ride, a campaign sponsored by the AFL-CIO to raise public support for legislation that will allow undocumented workers to become legal citizens.

The goal is to stop corporations from lowering wages and undermining all

workers' rights by targeting and exploiting undocumented immigrants.

Teamster Local 556 organized support rallies for the freedom riders in Washington State and Oregon, while Local 961 sent members from Colorado to participate in the Freedom Riders' demonstrations in Washington, D.C. and New York.

"That's what the United States is all about, right? Freedom and equality for everybody," Local 961 member Liz Williams said.

The Grocery Bag

Picket Lines and Boycott at Washington State Darigold

Picket lines have been extended to two Teamster-represented Darigold facilities in Washington and four in California and Oregon to support 200 locked-out Seattle Teamsters from Local 66. The union has also called a boycott of Darigold products in Washington State. The company is running their plants in Seattle and Issaquah with scabs brought in from Idaho, who they are housing at a cost of \$30,000 a day.

Local 66 members were locked out on Aug. 31 after voting down a contract offer that would have reduced job security and health benefits. The company had already outsourced the work of 60 drivers.

Grocery Workers Fight For Good Health Care

Grocery workers represented by the United Food and Commercial Workers (UFCW) are fighting across the country to maintain their good health coverage. In addition to the 70,000 workers on strike in Southern California:

- 3,300 Kroger workers in W. Virginia, Ohio and Kentucky, have been on strike since Oct. 13.
- 10,000 St. Louis-area Shop 'n Save, Schnuck's Markets and Dierberg's Markets workers recently approved their contract after a 24-day strike.
- 4,000 Indiana Kroger workers have authorized a strike and are working under a temporary contract extension.
- 15,000 Safeway, Fry's and Smith's workers in Arizona are also working under a temporary contract extension as bargaining continues.

Employer attempts to cut health benefits are the sticking point in all these cases. The UFCW says big employers like Kroger, Albertson's, Safeway and Ahold have told the union that their long-term goal is to not provide health insurance coverage and to bring wages and benefits down to Wal-Mart's level.

UPS Moves to Use Postal Service for Deliveries

Internal postal service memos recently surfaced discussing a new partnership to subcontract work with an old competitor: UPS. This issue came up at the IBT UPS National Grievance Panel in late October. Top Teamster officials said "Hell no, it will never happen."

But UPS is moving forward, possibly as soon as November. The arrangement will have UPS handing off certain volume, reportedly five pounds and under, to the postal service for final delivery. This venture raises many serious concerns and questions.

This could eliminate package car jobs, and violates Article 32 of our contract. Management will claim it will only be in rural areas and only for "new business." Perhaps at first, to get the foot in the door.

"Once UPS gets this foothold," Chicago UPS Teamster Craig Karnia said,

"where will they go from here on any number of issues? UPS is moving quickly to get around things in this long contract. The IBT better catch up fast or we could find ourselves way behind when the race is over."

Our union must take the strongest possible measures to stop this attack on Teamster jobs. Ken Hall notified UPS in a letter that the move is a violation of the subcontracting language in the contract, which it certainly is.

Time is of the essence. Fortunately, Georgia UPS Teamsters filed grievances months ago when UPS conducted a limited trial run of the program. Those grievances have been moving ahead at the Southern region level.

We will keep UPS Teamsters informed via *Convoy Dispatch* and the www.tdu.org website.

Central States and UPS Cheating Teamsters

Central States has told UPS Teamsters that it will not recognize part-time years to calculate the time needed to qualify for the 25-and-out or 30-and-out benefit. They point the finger at UPS, saying UPS changed the way it calculates benefits due under the reciprocity agreement between them.

UPS Teamsters were promised that part-time and full-time years could be added together to reach the 25 or 30 years needed to retire.

Their monthly benefit from Central States would be reduced in proportion to the part-time years they had worked, but

would be supplemented by the UPS Pension Plan. For example, if you had seven part-time years and 23 full-time years you could retire with \$2,300 a month from Central States plus a smaller benefit from the UPS Pension for the seven part-time years. This is how it worked under the previous UPS contract.

Now Teamsters who want to retire are getting the run around. When they called the International Union for help, members were told to "wait until January" and the problem might be solved.

Waiting is not the way to fix problems. We need action now.

UPS & Downs

New Weight Limit for Package Car Drivers?

Funny how things fit together. If UPS subcontracts low weight packages for delivery by postal carriers, what are package car drivers left with? That's right: a greater percentage of heavier packages and a higher average weight per day, week and year. Then factor in the six seconds less per package allowed under the new DPS/PAS/EDD system and we are talking about more heavy packages overall in less time. Wait, there is more. That heavier workload will mean more injuries, more blown out knees and backs, and more early retirements. Except, UPS (in the Central and South at least) wants to make it harder and harder to retire early.

UPS Profits Up

The third quarter has been very kind to UPS. Profits rose 28 percent during the period.

UPS' domestic operations did well during the quarter. U.S. package revenue was up 5.6 percent. Operating profit rose 2 percent to \$825 million. Total volume in the United States rose 3.2 percent to 12 million packages per day, including 10.2 percent growth in Next Day Air package volume. Ground volume increased 2 percent to 10 million packages per day.

Consolidated revenue was \$8.31 billion, up 7.2 percent. Net profit (after taxes) totaled \$739 million, an increase of 28 percent over the same period last year.

Meanwhile, Teamster families in some parts of the country are facing medical and pension benefit cuts, thanks in part to the failure by UPS and the IBT to properly fund these benefits.

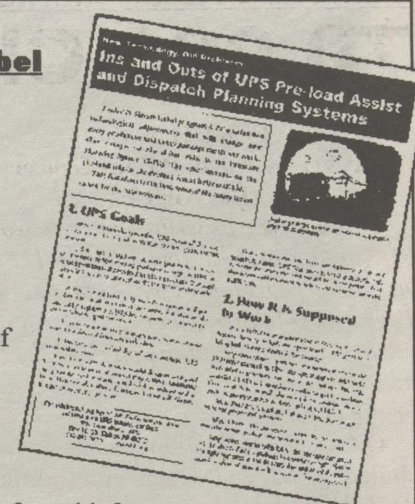
Get Smart About UPS Smart Label Fact Sheet Available on the New Smart Label, DPS/PAS System

UPS's smart label program was a major topic of discussion at the recent national UPS meeting at the TDU Convention.

Problems both old and new are often rampant when the program is first put into place. Those at the national meeting also discussed the lack of good information on the topic and decided to compile a fact sheet for rank and file members.

The UPS Committee of TDU is now making the fact sheet available. Copies of the four page publication are available from TDU.

Contact us at 313-842-2600 or by writing to:
TDU, P.O. Box 10128, Detroit, MI 48210.



Recurring Health and Safety Problems Most Frequently Cited OSHA Violations at UPS

In the past three years, OSHA conducted 534 worksite inspections at UPS facilities. A TDU study of inspection data gives insight into recurring health and safety problems at UPS. Stewards and members should find this information helpful when investigating hazards and filing OSHA complaints and grievances.

It also points to some dangerous trends and serious shortcomings in UPS's safety record.

Of the 534 inspections, 47 percent came about as a result of complaints filed by workers. The other 53 percent were scheduled by OSHA personnel or came about as a result of an accident. So UPS workers are filing a significant number of complaints over safety problems. Yet this number is far less than expected for a company the size of UPS.

Exactly one-third of the inspections resulted in UPS being charged with violations of OSHA regulations. A total of \$113,578 in fines were levied in these instances.

The region of the country with the greatest number of inspections (and violations) is covered by OSHA Region 4, made up of Kentucky, Tennessee, Mississippi, Alabama, Georgia, Florida and the Carolinas. Region 5, covering Ohio, Michigan, Minnesota, Indiana, Illinois and Wisconsin, had the second highest number of inspections.

The greatest number of violations are concentrated in four areas of safety: hazard communication, wiring and electrical equipment problems, exit routes (blockages) and the guarding around floor openings, stair-

ways and walkways. (See list below.)

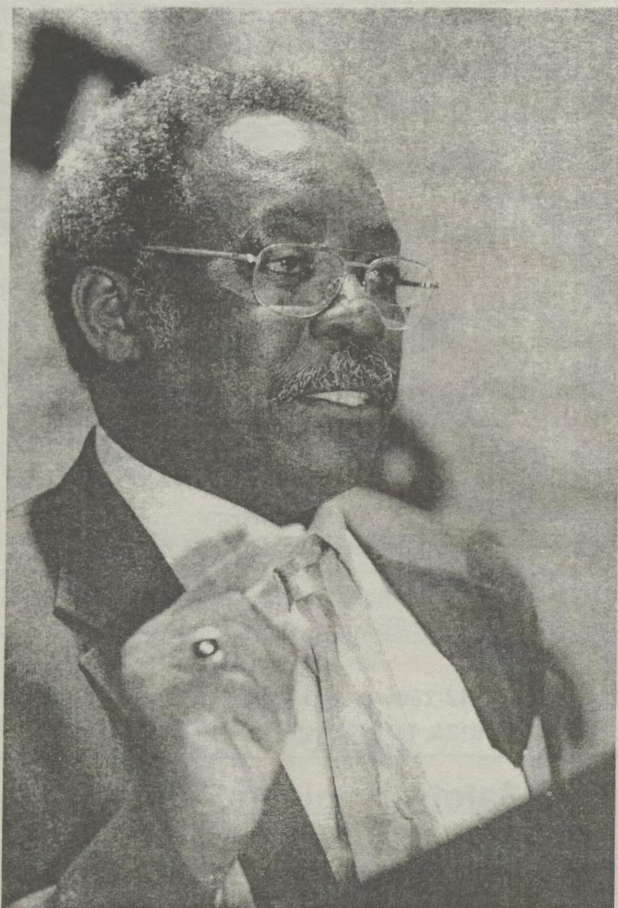
There are also some unusual areas of concern revealed by the violations. For example, OSHA cited UPS five times over hazards associated with the solvent Methylene Chloride, a known carcinogen. Bloodborne pathogen hazards are also noted, presumably spills from improperly handled damaged packages.

Many UPS facilities have never received OSHA inspections, but need to be inspected. Members should be aware that the union also has a right (under OSHA and NLRB standards) to do its own health and safety inspections and studies. Our union should take greater advantage of this right.

OSHA inspections can also be much more productive if members and stewards plan ahead and use an organized approach when filing complaints and participating in the inspection itself. Contact TDU for more on your rights around safety and health in the workplace.

UPS Top 10 List OSHA Violations at UPS in order of occurrence

1. Hazard communication (hazmat)
2. Wiring, conduit and related hazards
3. Electrical equipment
4. Exit routes
5. Floor openings, guards and rails
6. Housekeeping, walkway clearance
7. Machine safety guards
8. Power transmission belts
9. Forklifts and powered trucks
10. Grounding of electrical equipment

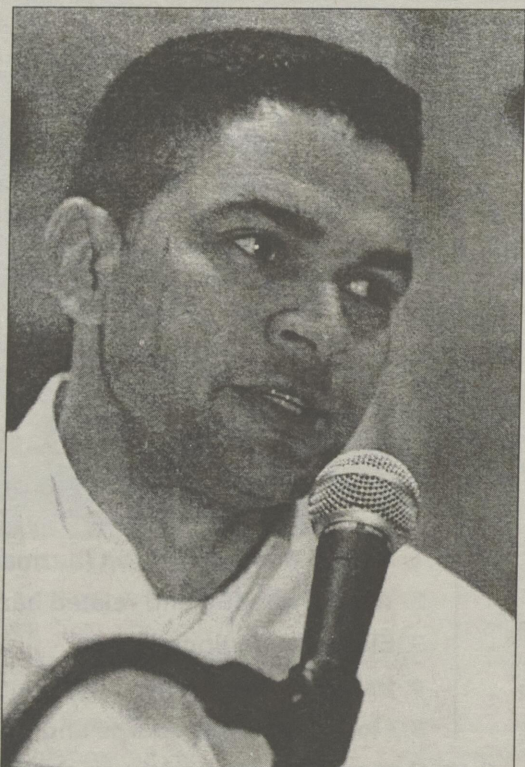


"Each one of us here today has a purpose. That purpose is to take what we learn and go back to our respective communities and implement it to the fullest extent. To tell someone about TDU and what we can do to make our union better. If we tell someone tonight, tomorrow, and the next day, how many could we reach eventually? 200, 300, 400, 500... 1.4 million Teamsters."

Bruce Ervin (left)
Local 61, UPS
North Carolina
Addressing the TDU Convention

Thanks to You, TDU Is Growing

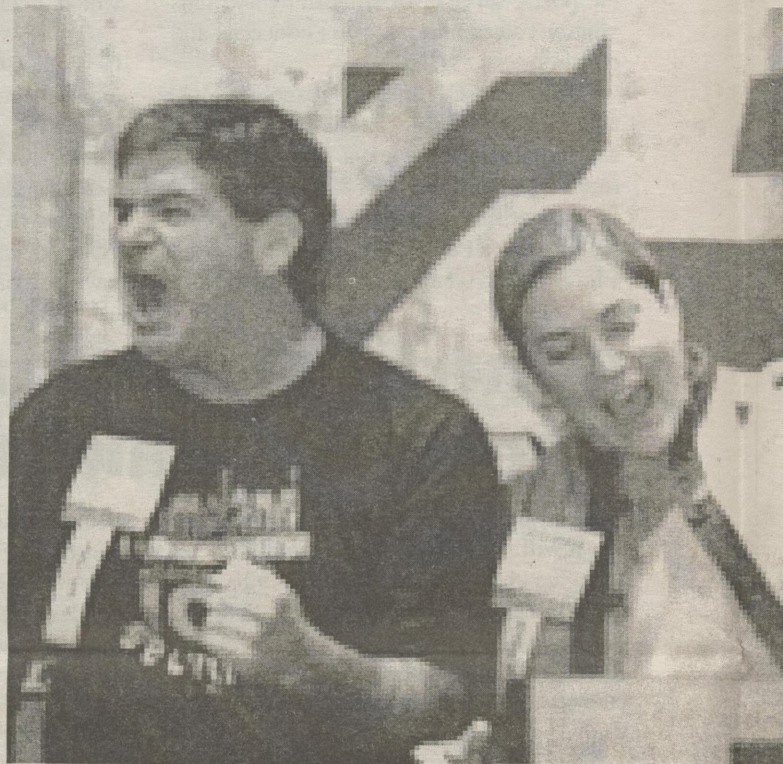
We're growing at the fastest rate in years as Teamsters turn to TDU activists for reliable information and a plan for how to fight back against attacks on our contracts and benefits. Charlie Helton, Jr. of Local 528 in Atlanta (right), Tommy Burke of Local 391 in North Carolina (pictured on front page), and Jose Guzman of New York City Local 854 (below) were the top TDU recruiters this year.



28th Annual TDU Convention The Rank and File

Teamster activists at the 28th annual TDU Convention to fight benefit cuts, defend our contracts and build... attended chose from over 20 workshops and industry...

TDU members also elected a new International... coming year and voted on and approved a resolution... thousands of Teamsters by boosting circulation of... asking more Teamsters to join and get involved.



Be a TDU Builder!

"Teamsters at the convention donated over \$30,000. Several of us from Georgia donated over \$1,000. Why we can't turn to our local or the International Union there. When no one would take on tough pension issues... can help by contributing to this..."

Lawrence
Local 728,

Yes, I'll Be a TDU Builder

Return your pledge or donation with this coupon or contribute www.tdu.org.

☐ I pledge \$200 or \$_____ in 4 quarterly or 10 monthly payments.

☐ My donation of \$_____ is enclosed.

☐ Please bill my pledge to my credit card.

Credit Card # _____ Exp. date _____

Name _____

Address _____

City _____ State _____ Zip _____

TDU accepts donations only from Teamsters, retired Teamsters, and spouses who are not employers. Others may donate to their local union.

Return to: TDU, Box 10128, Detroit, Mich. 48202

on le Has the Power!

Convention in Detroit on Oct. 24-26 laid out plans and build a strong, democratic union. Teamsters who industry meetings that were held.

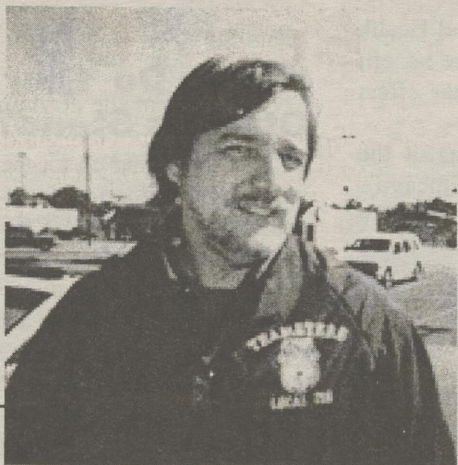
national Steering Committee to guide TDU in the a resolution calling for us to reach out to tens of ion of *Convoy Dispatch* and other publications and ved.



er!

er \$30,000 to build TDU. 000. Why? Because when al Union for help, TDU is ion issues, TDU did. You ng to this valuable work."

Lawrence Macdonald
ocal 728, Yellow Freight
Atlanta



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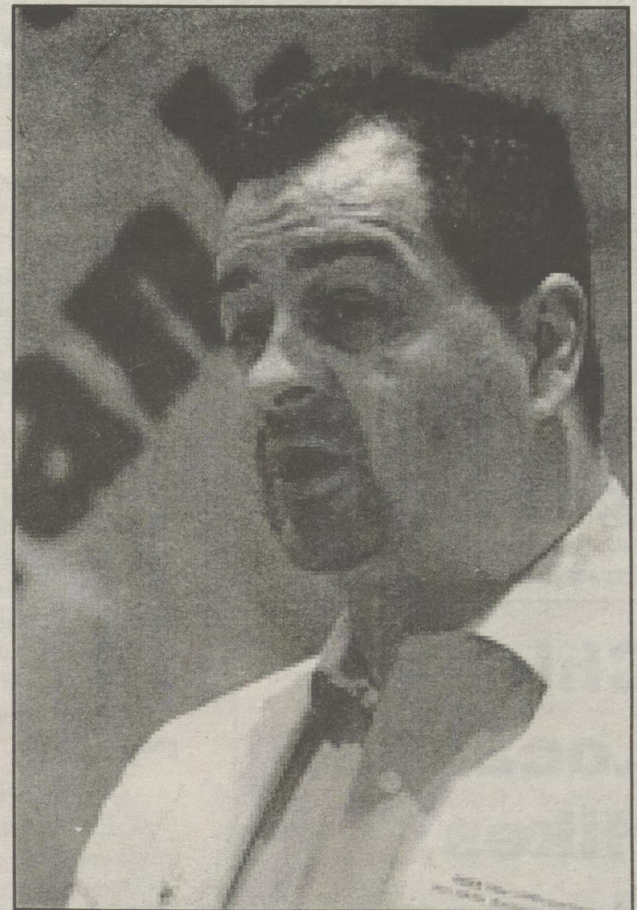
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retired Teamsters and
ay donate to TRF.
t, Mich. 48210

Think Globally, Act Locally

"The power is in the locals," Sandy Pope, Secretary-Treasurer of New York Local 805, told the convention, "and that's what we have to focus on if we want to make significant changes in our union." (center photo, at left)

Mike LaRocca of Local 118 in Rochester, NN.Y., told members about the Integrity Slate he is leading in local elections. (right)



Workshops: From Convention to Your Town

Rank-and-file leaders, reform officers, lawyers, and labor educators ran informative, hands-on workshops at the convention. If you or your co-workers couldn't make it, how about bringing the workshops to your town?

Contact TDU at 313-842-2600 to set up a workshop in your area. Here are some of the workshops that can be held:

- ▶ Strategies for Making the Grievance Procedure Work
- ▶ Legal Rights on the Job and in the Union
- ▶ Organizing to Defend Our Pension and Health Benefits
- ▶ Fighting Apathy and Getting Members Involved
- ▶ Organizing to Win Strong Contracts



Central States Teamsters Turn Up the Pressure

'Hands Off Our Pensions!'

The Central States Pension Improvement Committee (CSPIC) met in Detroit on Oct. 25 to plan the important next steps for our movement. With Central States threatening to cut benefits, and our International officials supporting the cuts, it's time to take action.

An Action Plan

Representatives at the CSPIC meeting voted to approve an action plan including:

- A "Membership Pledge" petition stating members will only vote for local and International Union candidates who op-

pose the benefit cuts and reemployment rules.

- "Hands Off Our Pensions!" stickers to increase visibility.
- New regional pension meetings, with the goal of organizing more local pension committees.
- "Hands Off Our Pensions!" road trips, with groups of Teamsters visiting local areas to leaflet work sites and hold informational meetings.

"We're in this fight because we believe that all Teamster families deserve what they have been promised: no cuts in benefits," Georgia CSPIC member Greg Charron said at the pension meeting. "And we're in it to the end. We can win if we refuse to get sidetracked from our goal."

Fundraising Going Strong

CSPIC is raising money to pay for travel, meetings, flyers, stickers, newsletters and mailing costs, and to help defray legal expenses. North Carolina members brought a whopping \$4,000 contribution with them to the pension meeting. Dozens of members in locals 391, 71 and 61 collected money and contributed to the effort, doubling their initial goal of \$2,000.

Georgia CSPIC members have launched a raffle to raise money for pension justice. First prize is \$1,000, second prize \$500, and third prize \$250. Tickets come in books of 12, with a suggested donation of \$10 per book. Contact CSPIC or call TDU at 313-842-2600 to order books of tickets.

Lawsuit Appealed

Ann Curry Thompson, lead attorney in the lawsuit challenging the reemployment rules that restrict retirees from working a side job to supplement their pension, was at the meeting with some of the plaintiffs to give a legal update. The case is headed for the Seventh Circuit Court of Appeals after the district court

judge ruled against Teamster members on most issues. The case was bound to be decided by the Court of Appeals, as either side would have appealed an adverse ruling.

It's now up to the appeals judges to decide: Did the fund illegally cut back benefits that members earned and were promised? The case is legally complex (if it were easy, other lawyers would have taken it before) and the fund is devoting huge resources to fight it, with the IBT's support. But justice is on our side, and the plaintiffs are determined to prevail.

Where's Hoffa? Where's the Power?

"The battle is moving into a new stage," said Rev. Willie Hardy of Memphis. "Our focus now is to make it clear to every single Teamster official that they will not be reelected if they side with the employers and fund trustees. Either you are with Teamster members and their families on this or you are against us. And if you are against us you will pay the price come election time."

We have to make our union officials hear this message loud and clear. General President Hoffa says he is powerless to do anything, even though two of his



Frank Bryant of North Carolina Local 391 speaks at a Pension Improvement Meeting at the TDU Convention.

International Vice-Presidents sit on the Central States board as trustees, including its union chairman Fred Gegare, and former freight director Phil Young.

When Hoffa ran for office he said he would "Restore the Power." Now when we need him he says he is powerless. Can't he power up his cell phone and tell his VPs Gegare and Young to protect our benefits?

We can't allow Central States retirees to become the forgotten Teamsters. It's time for rank-and-file power and unity against those who want to cut our benefits.

Nov. 19 Central States Announcement

Cuts to Come Jan. 1

The Central States Pension and Health and Welfare Funds will announce benefit cuts on Nov. 19, and they will take effect on Jan. 1, 2004.

The fund will hold a meeting at the Ramada Plaza O'Hare Hotel, at Chicago's O'Hare airport at 1 p.m. on Nov. 19. The announcement makes clear this meeting is for "union officials only." (Yes, they underline it! Are they afraid that rank and file Teamsters might want to hear this?)

We will provide detailed information on the cuts as soon as it is available.

Contact TDU to be fully informed.

Where Do Your Officers Stand?

Will they stand up for the members, or will they be fronting for the employers and the fund's trustees? Will they come back from the Nov 19 meeting with charts and graphs to tell you to eat the cuts, and forget the promises made at contract time, or will they come back ready to fight alongside members to defend our hard-won health and pension benefits?

Now Available!

Pension Stickers and Raffle Tickets

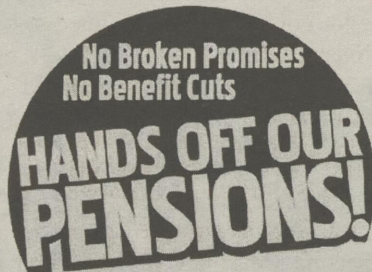
"Hands Off Our Pensions!"

stickers. Stickers are free, donations appreciated.

CSPIC Fundraiser Raffle Tickets.

Suggested donation is \$10 per book of 12 tickets. All proceeds will go the work of the Pension Improvement Committee.

Order from CSPIC or call TDU at 313-842-2600.



Central States Pension Improvement Committee
www.nopensionfreeze.org

Western Teamsters Demand Trustees Review Cuts

Teamsters in the Western Conference of Teamsters Pension Fund are calling on the Union Trustees to follow through on a promise to review the terrible cuts that the trustees imposed on July 1.

"They said they would review them if the stock market improved, and it's up 20% this year. It's time for them to follow through on that, and restore what they took away," said Bill Zimmerman, Portland warehouse worker and Local 206 president.

On July 1 the Western Trustees cut the pension accrual in half. If this cut is not reversed, a Teamster who retires three years from now will lose about \$500 a

month for life, due to this cut.

At the TDU Convention in October, a meeting of activists from the Western Teamsters Pension Improvement Committee (WESTPIC) decided to raise funds for an expert actuarial study of the fund to refute any claims that the cuts are necessary. The study has been delayed as the 2002 Full Annual Report of the Fund has been delayed, but will become available in November.

Interested Western Teamsters should contact TDU for further information on getting involved, or write to WESTPIC, PMB 313, 10611 Canyon Rd East, Puyallup, WA 98373.

Long Overdue Action

IRB Charges Houston Officials with Corruption

In October the Independent Review Board (IRB) issued a 92-page report detailing serious charges against Houston Local 988 President Chuck Crawley and Secretary-Treasurer Dennis Bankhead.

The IRB charges are so serious that the International Union finally was forced to move on Crawley, a Hoffa ally and International Representative. Local 988 was placed into trusteeship by the International Union on Oct. 20; Willie Smith, of Mississippi Local 891, was appointed trustee.

The IRB charges Crawley and Bankhead with embezzling union funds

through various schemes involving several union staffers and at least four relatives.

The IRB charges include —

► Crawley pocketed \$20,000 cash by arranging for his secretary's husband to install a phone system at the union hall; Crawley insisted that he pad his bid by \$20,000 and deliver the cash to Crawley.

► Crawley hired a 21-year old full-time student as a "full-time" employee, who miraculously then also became a building cleaning vendor at an inflated cost to the union. Marie Espinosa is also

charged by the IRB. In addition to the cleaning deal, she, and her mother, were involved in the coffee service and catering, inflating the cost of soda, beer, and snacks at the union picnic. The quantity of soda and beer purchased was padded, and the snacks and gifts were marked up by over \$12,000. Bankhead bragged that he and Crawley made a lot of money on that deal.

► Crawley and Bankhead each received a mobile barbecue pit at union expense, when the union purchased pits for the new hall. Bankhead used one at his home, and Crawley gave the other to Freight Director Tyson Johnson, explaining that he placed it at Johnson's farm (162 miles from the hall) for safe-keeping. It was still there months after the union hall opened. The IRB report speculates that the gift was a clumsy attempt to gain favor with Johnson.

► Crawley designed a scheme in which former union organizer David McCormick's sister, who owns a Chinese restaurant, would be a sham T-shirt vendor. Crawley's stepson, who works at Local 988, prepared phony invoices at the union hall for the T-shirts at inflated costs to allow for the usual kickback.

► Crawley and Bankhead improperly arranged for the local union to pay Espinosa's legal fees when she was subpoenaed before a grand jury, where she invoked her Fifth Amendment rights.

History Repeats Itself at Local 988

The charges are numerous and well documented. In addition, former employees of Crawley have charged that he rigged elections to maintain his own rule.

The local is also under FBI investigation. Criminal charges may follow.

Unfortunately, this is not the first time that Local 988 members have been victimized by their leaders.

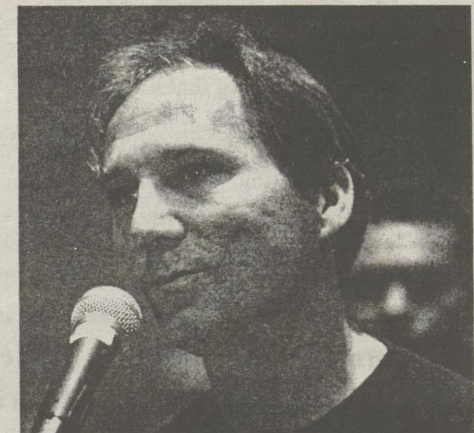
The previous leadership of Local 988, under Richard Hammond, was notoriously corrupt. Former IBT president Carey placed the local into trusteeship in 1995 after a union audit, and Hammond was indicted the following year and later sentenced to four years in prison and ordered to reimburse Local 988 \$369,000. If the charges against Crawley and Bankhead are proved, they should similarly be forced to repay the local.

When Crawley was a rank and file truck driver, he had been a TDU member and reform supporter. Later, when he came into office, he still claimed to be a reformer of sorts. Then he made a deal with Hoffa, and quickly adopted old guard methods, apparently including an appetite for embezzlement.

The Future of Local 988

Local 988 is now in trusteeship for the second time in a decade. Will the results be any different this time? The answer may be up to the rank and file.

The Crawley era at Local 988 changed the personnel at the union hall



At a time when the hard fought rights of working men and women are under assault by right wing zealots and corporate greed, Teamsters cannot afford to allow selfish or corrupt individuals into positions of leadership. But we have done that in Local 988 and in much of our union.

I am certain that the majority of rank and file Teamsters want a vibrant union movement, one that's free of corruption. But to make that a reality, we need to change our thinking and our activity.

Local 988 members and all Teamsters need to get more involved. We can't just sit back and celebrate that one bad apple has been removed, because if we do, we may find the same process repeated. Where do we start? The best way is to invest in your future and join TDU.

Tim Pagel

**Local 988, Yellow Freight
Houston**

but the union's top down, heavy-handed leadership style remained the same.

The members of Local 988 can't allow that mistake to be repeated. Or the result could be that new, Hoffa-appointed officials end up again disgracing the union. Hoffa's trusteeship has already failed to clean house in the local union. Hoffa spokesman Bret Caldwell told the *Houston Chronicle*, "We can't just willy-nilly remove officers" in a trusteeship. Say what? In most trusteeships all the officers and agents are fired immediately.

Why No IBT Action?

Corruption has been an open secret at Local 988, and Crawley has engaged in blacklisting members. Yet Crawley continued to serve as Hoffa's International Rep and Co-Chair of Freight in the South until the IRB took action.

The Hoffa administration assigned a RISE team to investigate the ongoing problems at Local 988 for many months. One question coming from Houston is, why did it take the IRB to step in and take action? Hoffa is trying to show we don't need the IRB to clean out corruption, because he will do it. But it was the IRB that issued the charges. Members deserve an answer.

One small note on this matter. Crawley's defense attorney before the IRB is Robert Baptiste, who is the senior partner of Hoffa's own general counsel, Patrick Szymanski.

The Consent Order's Future

TDU Leads Fight for Democracy

Teamsters at the TDU Convention were able to hear from an expert panel about the future of Teamster democracy as the Hoffa administration bargains with the U.S. Attorney regarding the consent order.

At stake are the future of the Right to Vote for International officers in fair elections, and the fight for an impartial system of justice in our union to protect members' rights and hold officers accountable. TDU is in the thick of the fight, as the only organization representing the interests of the Teamster rank and file.

At the TDU Convention, attorney Barbara Harvey laid out TDU's plan for maintaining and improving the process for independently supervised International Union elections, and to establish a system of Teamster accountability that is not controlled by the incumbent General President. Harvey has worked with the TDU Steering Committee to develop workable plans to protect members' rights.

TDU is not a part of the ongoing negotiations with the U.S. Attorney, but TDU has presented its views and will continue to do so as the process goes forward in 2004. TDU has called for an open hearing process before any deals are made that will affect the future of all Teamsters.

Election Administrator Cites Need for Independence

William Wertheimer, the 2000-2001 Teamster Election Administrator who supervised the most recent round of delegate elections and the IBT election, reported on his experience. He noted that the incumbent administration, including its legal department, represented the union as a whole before the Election Administrator, but allied with the candidacy of the incumbents. He noted this could be a problem regardless of who is in office.

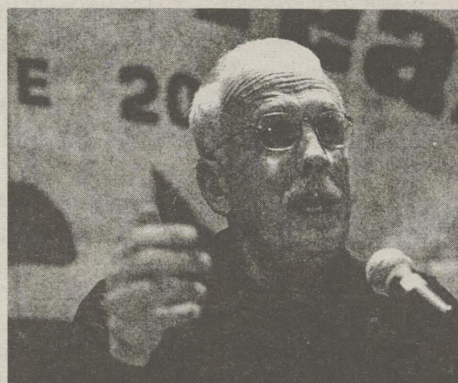
Wertheimer also noted the importance of rules protecting parking lot access, so that candidates and supporters can talk directly to Teamsters as they come to work. And he discussed his attempt to

bring about a videotaped debate between the candidates, Tom Leedham and James Hoffa, and mail the tape to every Teamster. In his final election report to the court, Wertheimer advocated that the election rules be changed to include a videotape debate.

Carl Biers, Executive Director of the Association for Union Democracy, compared the experiences of the three International Unions that have been under consent decrees: the Hotel Employees and Restaurant Employees Union (HERE), the Laborers, and the Teamsters Union.

His analysis is that the Teamsters Union has experienced the greatest transformation, because the Right to Vote is able to be utilized by the rank and file due to the existence of TDU, the missing ingredient in the other two unions.

Ed Stier, the Director of the IBT RISE program, was scheduled to be part of the expert panel but canceled prior to the convention.



Teamster Election Administrator William Wertheimer addresses the TDU Convention regarding the need for election supervision. Wertheimer reported his attempt to sponsor a debate of the candidates (Tom Leedham and James Hoffa), with a videotape mailed to all Teamsters. The Hoffa administration was able to scuttle the debate, since the rules did not directly require one. Wertheimer cited the 23 percent "abysmal" voter turnout as a problem that a required debate would help to address.

Reformer Was 'Threat' to Cozy Union-Management Relationship

Fired Schoolbus Driver Wins Job, Back Pay

An arbitrator has ordered Local 854 member Jona Fleurimont back to work with full backpay, saying that his employer, Consolidated Bus Transit (CBT), fired him because his union reform activity "was a threat to the existing, relatively smooth relationship between the Employer and the Union."

good relations with Local 854 officials have enabled him to pay his workers substandard wages and benefits compared to workers represented by ATU Local 1181.

Fleurimont began challenging this arrangement more than a year ago when he was elected shop steward as part of a

"By protesting existing wages and working conditions, by demanding respect ... Fleurimont was a threat to the existing, relatively smooth relationship between the Employer and Union — a relationship Jona had the temerity to describe as 'cozy'."

Arbitrator Robert Snyder

Local 854 has long been dominated by Joseph Curcio, who owns CBT and other school bus companies. Curcio reportedly used his connections with organized crime to unionize his companies with Local 854 under a sweetheart contract. His ongoing

campaign by TDU members employed at CBT. Since that time, CBT and Local 854 officials have conducted a campaign of violence, threats and illegal discipline to try to crush the members' reform movement.

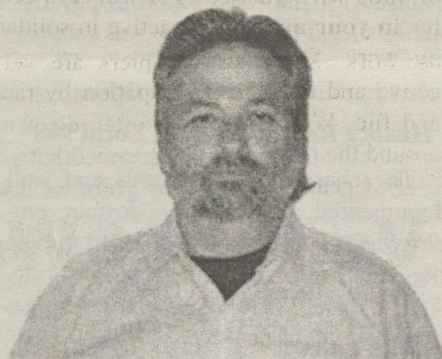
Pension Trustee Defeated in Oregon!

'It's Your Union' Slate Sweeps Local 324

"We won because we looked members in the eye and talked about positive change," reports Cliff Baker, who won the secretary-treasurer position in Salem, Ore., Local 324 on Nov. 6, along with the "It's Your Union" slate.

Baker is serious about changing direction for Local 324. A week before the vote count he was at the TDU Convention, taking a cram-course in union leadership.

Baker defeated Darel Aker, who will also lose his Joint Council 37 presidency and as a trustee of the pension fund. "We campaigned on his role in cutting the members' pension accrual," Baker noted. "And we exposed his multiple salaries."



Let's hope other pension trustees take heed: you can side with the employers, but maybe your members will decide it's time for a change!

Washington D.C. Local 639

Hoffa Trustee Defeated in Local Union Election

Despite personal campaign visits by General President Hoffa, another International official has lost office in his own local union.

On Nov. 1, Members United, a coalition of Washington, D.C., Local 639 business agents and stewards, defeated the local leaders, including International Trustee John Steger.

Hoffa Visits Not Enough

Over the past year the Local 639 leaders reassigned business agents and took other steps to head off the challenge. During the campaign Steger arranged work-site visits by Hoffa, as well as a Hoffa appearance at a Teamster National Black

Caucus event at the local.

Steger is the fifth International officer under Hoffa to lose a local election or be pushed aside in their home local.

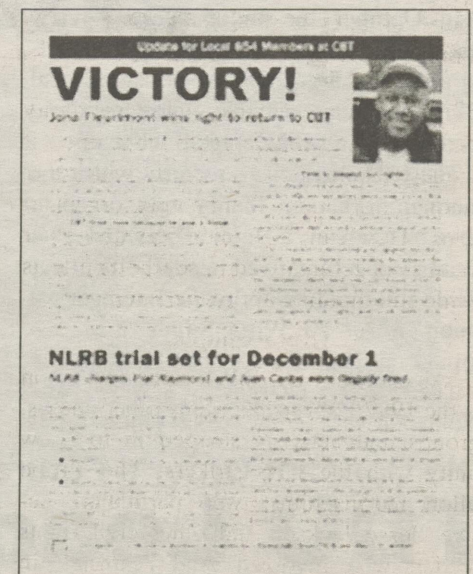
Canadian VP Garnet Zimmerman was defeated in his local election last year, and Western Region VP Jon Rabine met the same fate in his local three years ago.

A move by Phil Young to continue his control of Local 41 by installing his son hit a snag when challengers won several executive board spots last year. And Dotty Malinsky was unable to win any position in her local since she lost there by a 3-1 margin; her local then decertified the Teamsters Union in favor of an independent union.

CBT fired Fleurimont on Jan. 27, 2003, allegedly for having a hit-and-run accident. But arbitrator Robert Snyder, a former NLRB administrative law judge, said the real reason behind the discharge was that CBT wanted to rid itself of an "active Union dissident employee."

Snyder wrote, "By publicly and vociferously insisting on protesting existing wages and working conditions, by demanding respect and by working to achieve the mission of obtaining Local 854 parity with Local 1181 terms and conditions of employment, at a time when he exercised a position of some authority within the Union as an elected shop steward, Fleurimont was a threat to the existing, relatively smooth relationship between the Employer and Union — a relationship Jona had the temerity to describe as 'cozy'."

While members wait to see if CBT will abide by the arbitrator's decision, they are also looking to Project RISE, the Hoffa administration's anti-corruption program. RISE previously praised Local 854 as a local "reclaimed from the grip of organized crime" and one "where opposition slates emerge with no fear of reprisal or retaliation."



Members have kept RISE abreast of the retaliation campaign by Local 854 officials but thus far the Hoffa administration has taken no action to protect members' rights.

The illegal retaliation campaign will be revisited in an NLRB trial on Dec. 1. The NLRB alleges that both CBT and Local 854 officials have illegally retaliated against TDU members. Specific allegations include illegal surveillance, interrogations, threats, violence, suspensions and firings.

Labor Shorts



Chicago Wastehaulers Win Strike!

3,300 Teamster wastehaulers in the greater Chicago area struck for eight days in early October. On Oct. 9, they voted 1540-373 to ratify a new five-year contract.

Local 731 and Local 301 wastehaulers are covered by a master agreement negotiated between the union and the Chicagoland Refuse Haulers Association, which is made up of 17 companies including Allied Waste, Waste Management, and Republic Services.

Members won a \$4.70 wage increase spread over five years (\$1.00-90¢-90¢-90¢-1.00) and a 65¢ an hour increase per year in pension and health and welfare contributions. They also won language to reduce the impact of subcontracting. Any subcontractors who are doing tractor-trailer work from transfer stations to landfills must now prove that they are paying union contract rates of no less than \$17 an hour.

Wastehaul is heavily unionized in Chicago. It is also an industry sensitive to a strike, as mounting garbage meant strong pressure on the employers to settle.

Most Chicagoans know that waste-haul is tough, dirty work, and are grateful to the workers who do it. The manager of a Chicago diner was quoted in the *New York Times* saying "If they need more money, give it to them. We need them. I'm so used to them picking it up and always being there."

Cashman Off to Prison

Former Boston Teamster official George Cashman, who pleaded guilty to embezzlement and extortion, began serving 34 months in federal prison on Oct. 17. Cashman had persuaded a judge to delay his sentencing in August so that he could finalize divorce proceedings and marry his longtime girlfriend.

Cashman was formerly the head of Boston Local 25 and Joint Council 10 and director of the IBT Port Division.

Hall Named Eastern VP

Ken Hall, president of Charleston, W.Va., Local 175, has been named Eastern Vice President of the IBT, filling the seat vacated by Dan DeSanti.

DeSanti retired and agreed to a ban on Teamster membership rather than face charges of helping a convicted labor racketeer and a member of the Genovese crime family try to set up a sweetheart deal. Their plan was to unionize a T.J. Maxx warehouse in Philadelphia, but pay the workers substandard wages, with the savings going to organized crime.

Building Solidarity Beyond Your Workplace or Local

Everyone agrees that union solidarity means union strength. But what does it actually take to build solidarity with other unions, workers or community organizations? How can TDU members and other Teamsters get involved in solidarity efforts while still building our own movement?

UPS Example

An excellent example for our own union is the 1997 UPS strike. Many other unions, groups and activists stepped in to show unity with the UPS strikers. The airline pilots and machinists were particularly active. Jesse Jackson and other civil rights leaders were involved. And Teamsters in many locals got support from unions and the community.

Why did solidarity come together so well in that strike? Boil it down and there are two overriding reasons:

- Other workers saw that the UPS fight for good, full-time jobs was a fight that pretty much all workers had a stake in. A win at UPS would be a boost for everyone.
- Long before the strike the International Union, many members and some locals had shown a willingness to back the efforts of other unions and community groups. We had backed them and now it was time for them to back us.

That's the big picture. To get at the nuts and bolts of solidarity work *Convoy Dispatch* interviewed members who

have been active in Jobs with Justice and other unity-building efforts.

Benefits of Solidarity Work

In addition to providing support to those who need it, TDU members and chapters find that solidarity work can be a boost to morale and organization.

It is also a way to gain experience in network building, strike support and community and media relations. It can be an important bridge that leads members to a better understanding of how the labor movement can work.

Read on and get some ideas you can use. And get active.

Some Basics of Getting Involved in Solidarity Activity

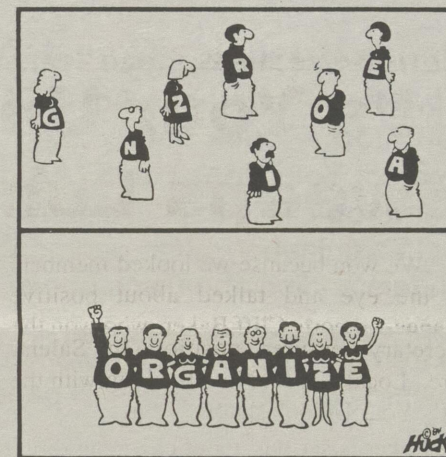
► **Show up at picket lines and rallies.** You may find out about events through word of mouth, the newspaper, or, hopefully, because your local union makes the information available. You can also find out if there is a local chapter of Jobs with Justice and contact them for information.

► **Invite union members involved in struggles to a TDU chapter meeting.** You may also want to raise a motion at a union meeting that the local invite speakers or otherwise support specific labor battles.

► **Find out if there is a local chapter of Jobs with Justice or a workers center in your area** that is active in solidarity work. Some JwJ chapters are very active and open to participation by rank and file. Workers centers often do work around the rights of immigrant workers.

► **Create or push for your local to**

create a solidarity committee that can help organize members into solidarity work. For example, in Washington, D.C., members and the Central Labor Committee of the AFL/CIO created a Street Heat committee.



LA TDU Solidarity

Frank Halsted

Local 572, Ralphs Grocery
Los Angeles TDU Chapter

What are some examples of solidarity, within the IBT and without, that your chapter has been involved in?

Our solidarity work is all within the Teamsters. We have our hands full right here!

Currently we have a project around organizing a contract campaign for the Sysco facility. This has tremendous promise because we have numerous issues to rally around and we have a core group of TDUs who work there.

One important thing to keep in mind is that often solidarity work involves coming into play late in the game. For example, we got involved with the International Window workers (Teamster manufacturing workers) after they had been on strike for three months. Although our TDU chapter did a lot of good work, including

a picket of the shareholders meeting, things were too far along and the local union in this case was not willing to do what needed to be done to win.

What basic suggestions would you have for other Teamsters who are interested in getting involved in their areas?

Every project we get involved in we have always been able to count on TDU and fellow reformers for sound advice and strategic suggestions.

It is vital to lead by example. Getting involved to help other workers also helps build credibility for TDU. The more people that see the truth about TDU the less effective the old guard's attacks and lies will be. We are all human and we will make mistakes. Don't let that possibility prevent you from helping other workers. Your sincere desire to help your fellow workers will shine through and you will make a difference.

Street Heat in D.C.

Bill Gibson

Local 96 President, Washington, D.C.

Why is it important for your local to be involved in this activity?

Basically to help out other locals that are having problems with employers. In turn we expect their help when we have problems. We do that through the Washington metro Central Labor Council (CLC), AFL-CIO and through other community agencies such as the Gray Panthers, ACORN and Jobs with Justice (JwJ). We help them out with their fights and then eventually they'll help us out if we have problems.

What are examples of your own solidarity work?

What the CLC has here is what they call a street heat. They picket employers who are unwilling to let us organize work-

ers for different locals. The Teamster joint council also does picketing. Another program through the CLC and JwJ is the freedom ride for immigrants. Two years ago our local received a golden picket award from the CLC for the most participation in street heats. I'm pretty proud of that.

What basic suggestions would you have for other Teamsters who are interested in getting involved in their areas?

If they have an active CLC in their area to participate in, do that. And if they look around they will find plenty of groups that are trying to work in the community to improve it. Organizations like ACORN and JwJ are nationwide. Even if your local refuses to get active, you may be able to go around the local and work with groups directly.

Vermont Workers Center

Dawn Stanger
Local 597, UPS
Vermont

Why did you get involved in solidarity work?

I realized how important it was during the UPS strike. Every time people came to the picket line with donuts and hung out and talked, I realized that there are hundreds and probably thousands of union members who have common concerns and interests who don't know each other and never talk to each other about union issues. Eventually I got involved in a group that specifically does solidarity work, the Vermont Workers Center.

Any success stories?

We helped a lot on an organizing campaign at Fletcher Allen hospital. Just this summer the 1,200 nurses won their first contract with some excellent language. The Vermont Workers Center helped with community outreach and turning people out for events. Of course the most important thing was the strength of the nurses. But they got energy from our efforts. And we got people involved who can honestly feel that they were part of making a piece of labor history.

Ideas or suggestions for getting others

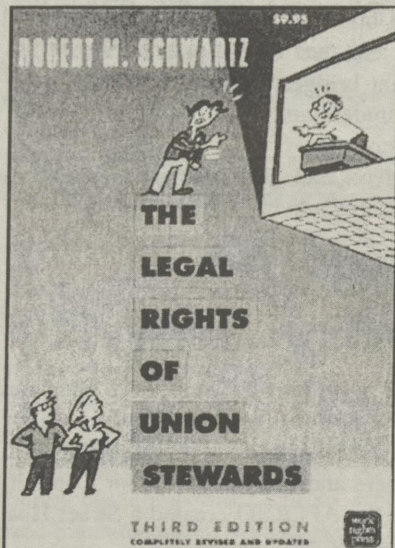
active?

Things that quickly mobilize people are most effective and things that get people outside of their houses and out from in front of their television set. Jobs with Justice has a rapid response network (RRN) now. In the hospital campaign one nurse got fired and the RRN was on it right away and had a candlelight vigil outside the CEO's apartment building. The nurse was back to work within two weeks. They have 1,500 names on the RRN. Not all participate, but it is a way to get the word out to them rather quickly.

There is a tendency to think that just having e-mail lists and links to websites is enough. Although you've got to have all that it can be a little passive. One better way to go is to use pledge cards where people pledge to participate in so many actions or events a year. Then you build accountability into if you can organize a system to get back with them and remind them of their commitment.

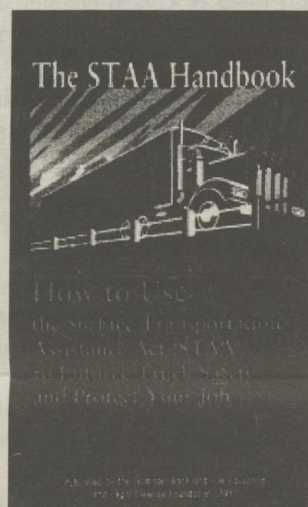
It is also very helpful to get members to morale-boosting events, like the JwJ conferences that any union member can go to or our own TDU Convention in the IBT. This can help make sure that they "catch the bug" and get a good picture of what it is all about.

TDU is your source for the tools you need ...

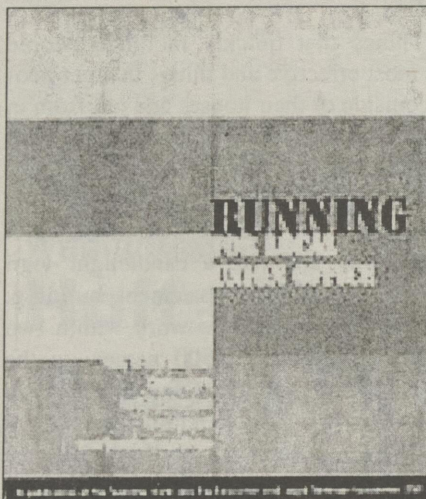


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If management says you will not be disciplined, ask for a written statement to that effect. If they give you the statement, you will have to participate. If they don't agree, stay for the meeting, take notes and contact your steward immediately afterwards.

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